

Health Workforce Diversity Network Health Career Pipeline Workgroup

May 7, 2002 Meeting Notes

Present: Rhonda Coats, Christine Edgar, Charles Weatherby, Vickie Ybarra, Kim Moore, Terry Tatko, Kathy McVay, Lynnette Wells, Catherine Verrenti, June Belefond, Bronwynne Evans (via phone), and Marianne Seifert.

Pipeline = programs that feed into each other resulting in health workforce
- in geographically bound service areas

Goals: Identify levels/stages of pipeline (few programs go back to high school)

Identify underutilized resources, underserved areas

A. Identify geographical areas:

1. Washington Rural health Association has 7 regions
 - based on input from membership and Board members
 - regions share characteristics and concerns
2. The state has 12 Workforce Development Councils
 - the WDCs have lots of information, not focused on diversity
 - Note from Madeleine Thompson (WTECB): The Workforce Investment Act of 1998 established local workforce “investment” boards that are called “Workforce Development Councils” in our state that oversee workforce development policy in each of their 12 workforce development areas
 - The Workforce Training and Education Coordinating Board (WTECB) assists these councils in developing local plans that are aligned with the state plan for workforce development, and oversees local council certification. WDEW stands for Workforce Development Executives of Washington. It is an association that represents Workforce Development Council directors with 3 staff.
3. WSHA has different regions/councils, with several counties
4. Educational Service Districts (ESDs) - there are 9 ESDs
 - use of ESDs may make the most sense

Group doesn't have enough information to make a decision

- will get WDC (Workforce Development Council) and ESD maps and overlay maps and make decision by June 11

B. Identify criteria for pipeline programs SURVEY:

1. name of program
2. target population: underserved ethnic/racial groups, education level, geographic area identifiers
3. funding source(s) and duration/length
4. purpose/goals
5. capacity (# students participating)
6. primary partners (institutions, organizations, etc)
7. length of program (time in existence or time participant is in program?)
8. skill level attainment after program
9. program success (evaluation)
10. who participates in program (vs. who is targeted)
11. what resource might be helpful (what are common needs?)

Questions raised:

- Should information be collected only on programs that focus on students of color, exclusively or primarily, or on programs that serve students of color due to their location or other criteria?
- Should information be collected only on programs that focus on health careers, or also on preparing students for health careers (example: MESA builds science and math skills)?
- How do we include non-students? unemployed, "career changers," "incumbent workers," retrained people?

Additional discussion:

Identifying partnerships and gaps will be useful to institutions/organizations and for guiding state policy

Tri-County WDC (includes Yakima county) has career ladders on website
- web access will be available for demo at June 11 meeting

UW has ability to locate survey on website for free.

Marianne will check with Donna Russell re contacts on State Board of Health pipeline matrix.

There was general agreement to remove "Care" from Health Care Workforce Diversity Network name to be more inclusive of health workers not in health care professions (for example those in public health).

Christine and Kathy will work on draft survey to send out to group by June 11.
The pipeline program survey will have an activities checklist.

- The survey will be sent out throughout state via professional associations, WSHA, industry subgroups, etc. Additional associations, organizations, groups, etc. to send it to will be identified at next meeting.
- HWDN members will have email addresses for the orgs/groups/associations they will send survey to ready to go for when it is done in August.
- The survey will be reviewed and finalized by pipeline workgroup at August 6, 2002 (1:30-3:30pm) meeting.

Organizations/associations and HWDN members who volunteered/were volunteered:

Skill Centers (9) - Teresa Stone
Community and Technical Colleges (34) - Rhonda Coats
OSPI Health Occupations classes - Teresa Stone
Community and Migrant Health Centers (32) - Vickie Ybarra
WS Hospital Association - Troy Hudson
WS Association of Public Health Officers - June Beleford
Public 4-year Colleges & Universities - Christine Edgar, Kim Moore, Bronwynne Evans
Private 2-year career schools - Madeleine Thompson
Private 4-year schools (HECB) - ? *
Workforce Development Councils - Cathy Verrenti
Long-term Care Association - Kathy McVay
Health profession associations & foundations - Charles Weatherby and Lynnette Wells
Laboratory Workforce Task Force - Terry Tatko
Tribes - Joe Finkbonner
Community-based programs (MESA, GEAR-UP, etc) - Cathy Verrenti

* Marianne contacted David Sousa and he is leaving -- he said he'd inform his replacement of the HWDN...

NEXT STEPS:

1. Identify geographical areas useful to identifying gaps in pipeline programs.
2. Identify contacts for "your" organizations/associations, and identify additional organizations/associations/institutions to send pipeline program survey to.
3. Give Christine and Kathy feedback on a draft survey before and at August 6 HWDN pipeline workgroup meeting.